

Army Acquisition Workforce (AAW) Hiring Cell Discussion



P&R Acquisition Workforce Hiring Summit

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Problem & Background



- **Problem Statement:** Hiring of Army Acquisition Workforce (AAW) professionals is challenged with current Department of the Army interpretation of DoD guidance regarding specific hiring authorities.
- **Background:**
 - On 31 July 2015, the Under Secretary of Defense for Acquisition, Logistics & Technology hosted an OSD Acquisition/HR Hiring Summit. Strategies for hiring and best practices across the DoD Acquisition Community were discussed with HR experts.
 - Compared to the other Services, it was determined that Army had the most significant challenges with executing current hiring authorities in an expeditious manner as well as inserting specific perceptions regarding hiring authority language directly impacting hiring of AAW professionals.





AAW HIRING CELL DISCUSSIONS



- **Met with Mr. Karl Schneider, M&RA, in early August 2015 to discuss the Summit and determine a path ahead to address Army HR challenges with expeditious and strategic approaches to hiring authorities**
- **Determined a pilot focused on centralized and enterprise AAW hiring was a potential approach to addressing the challenges**
 - U.S. Army Acquisition Support Center (USAASC) Army Director of Acquisition Career Management (DACM) Office provided U.S. Air Force DACM Office Expedited Hiring Authority (EHA) Office of Personnel Management (OPM) Study and Navy DACM Office EHA Pilot details to M&RA and CHRA
- **USAASC Army DACM Office held meetings with the Ms. Rhonda Diaz, Director, Civilian Human Resources Agency (CHRA), to discuss the pilot - August 2015 and January 2016; MOA was drafted between CHRA and**





AAW HIRING CELL PILOT CONCEPT



- **Aberdeen Proving Ground (APG) Civilian Personnel Advisory Center (CPAC) will be utilized as the test bed to pilot a centralized and enterprise AAW hiring cell**
- **Train the Civilian Personnel Specialists at APG regarding Defense Acquisition Workforce Improvement Act (DAWIA) statute, AAW hiring authorities, and acquisition career field specifics as well as Human Capital Strategic Planning objectives for the AAW**
- **Test the AAW Hiring Cell concept with several Program Executive Offices and other local organizations with AAW professionals**





AAW HIRING CELL PATH AHEAD



- **Depending on the outcome of the Pilot...**
 - **Use a centralized CPAC for enterprise-wide AAW hiring**
 - o Ensures a centralized approach to acquisition position descriptions and hiring
 - o Aligns all DAWIA requirements at one location; negates the need to train all CPACs
 - o Focuses hiring authorities specifically addressed for acquisition hiring
 - o Enables the Army DACM Office to focus on AAW/USD AT&L Human Capital Strategic Planning goals and Talent Management strategies
 - o Dedicates the focus on AAW critical skill set recruitment and hiring





BACK-UP SLIDES



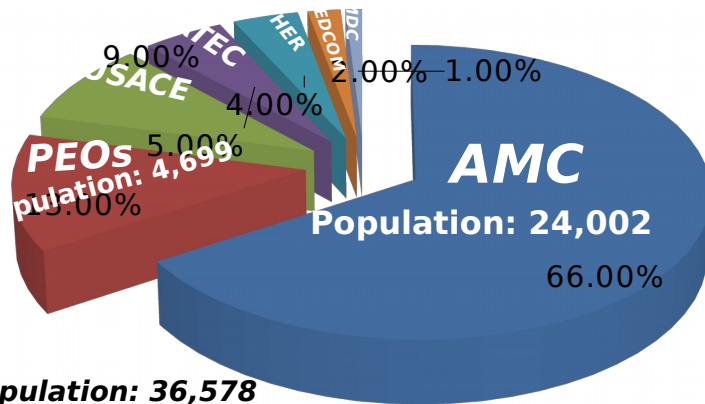


AAW Composition



Status of Army Acquisition Workforce:

– Total Civilians	34,650	
– Total Officers	1,351	
– Total Non-Commissioned Officers	577	
– <u>Total Civilian/Military</u>	<u>36,578</u>	
➢ Army Acquisition Workforce Members	24,133	
➢ Army Acquisition Corps Members	12,448	
– Total USAR Officers	277	
– Total USAR Non-Commissioned Officers	67	
– Total ARNG Officers	192	
– Total ARNG Non-Commissioned Officers	130	
– <u>Total Reserve Component</u>	<u>666</u>	
12 PEOs; 19 General Officers; 86 SESs		



Acquisition Career Fields (ACFs)	TOTAL	%
Acquisition Attorney	7	0%
Business-Cost Estimating	245	1%
Business-Financial Mgt.	1,705	4%
Contracting (2)	7,969	22%
Engineering (1)	9,064	24%
Facilities Engineering	1,498	4%
Industrial/Contract Property Mgt.	48	0%
Information Technology	1,668	5%
Lifecycle Logistics (3)	7,154	20%
Production, Quality & Manufacturing	1,377	4%
Program Management	3,203	9%
Purchasing	293	1%
Science & Technology	436	1%
Test & Evaluation	1,908	5%
TOTAL	36,578	100%

Organizational Commanders have operational control of their workforce, budget & structure

Oversight for all AAW training & DAWIA certification as the AAE

Operational control of 13% of the AAW as the ASA(ALT); 4,699 within PEOs

Source: CAPPMIS
As of 31 March

Total Population: 36,578

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AAW Hiring Cell Details



Acquisition Hiring Cell

Acquisition
Hiring
Cell

? Functions
and
Location

CPA
C

- *Final Authority and Responsibility for all CIV HR actions
- *Classification
- *Vacancy Announcement
- *Referral List
- *Tentative/Final Offer

Organization

Provide Hiring Approval to Supervisor
Authorization and Funding
HR Advice and Support to Hiring Officials
In-boarding Program for New Employees

Supervisor

Responsible for the developing the PRD
Review and approve the Vacancy Announcement
Responsible for the Selection Process/Method
Primary responsible for In-boarding personnel

